

1967

May 9, 1967

Faculty Senate

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Recommended Citation

Faculty Senate, "May 9, 1967" (1967). *Minutes*. 322.
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JOINT FACULTY POLICY COMMITTEE
MINUTES OF THE MEETING OF
May 9, 1967

Meeting held at Illinois Teachers College South, Chicago, Illinois

Those in attendance:

ISU--Elwood Egleston Stan Shuman	ITCN--Bruce Kirk David Tempkin	ITCS--Vernon Brockman Joseph Goodman Robert Meredith
EIU--Donald Kluge Louise Murray Glenn McConkey	NIU---Charles Cannon Charles Leslie Edra Lipscomb Ralph Novak	WIU---Arthur Fritschel Helen Hoing Gerald Shyrock

President Byrd welcomed the group to the campus.

The minutes of February 14, 1967 were approved as published.

OLD BUSINESS

NEPOTISM:

It was moved by Lipscomb and seconded by Murray to send the following summary of the letters submitted along with copies of letters to Dr. McKelvey for Board action. The motion carried unanimously.

NEPOTISM

The Joint Faculty Policy Committee recommends that the present policy on nepotism be reviewed and modified so as to allow for more than one member of a family unit to be considered for a tenure appointment. The J.F.P.C. feels that the existing regulations on nepotism penalizes the individual universities because:

- a. The dearth of available personnel to fill an ever increasing number of positions, particularly in highly specialized fields, makes it mandatory that universities be allowed to utilize every well qualified person available, and
- b. The number of families who would contribute more than one person to a faculty is too small in proportion to the total faculty to create a problem in either over-all staff morale or coordination of the university.

- c. The faculty member who is ineligible for a tenure appointment because of the nepotism regulations may become less fully committed to the department and the university because of the tenuous status of his appointment.
- d. Husband and wife teams withdraw their applications for appointment to the staff when they become cognizant of the nepotism ruling.

SICK LEAVE:

It was the consensus of the committee to ask Dr. McKelvey to rewrite the sick leave policy found on pages 24 and 38 of the By Laws, Governing Policies and Practices (In Effect September 1, 1966) and then submit it to the Joint Faculty Policy Committee for consideration.

SABBATICAL LEAVE FOR ADMINISTRATORS:

The following statement was considered and discussed by the group:

SABBATICALS FOR RETIRING ADMINISTRATORS

In recognition of the difficulties ordinarily associated with permitting administrative officers to be absent from their duties for extended periods, including in some cases even normal vacation periods, and in recognition of the fact that board rules now require such officers to retire from administrative duties at age 65, a leave of one calendar year at half salary or one-half calendar year at full salary may be taken by any such officer (other than president) on recommendation of the president and with approval of the board provided that such officer has served the institution at least 12 years and would be eligible for a sabbatical leave under existing regulations, disregarding the sabbatical leave quota for the institution. On recommendation of the president and with approval of the board, the recipient of the leave may return to the institution after the leave in a non-administrative capacity. If retirement is associated with the leave such retirement may not take place until the termination of the leave.

Quincy Doudna
President

As the JFPC has been requested by Dr. McKelvey to take action on President Doudna's revised proposal "Sabbaticals for Retiring Administrators", it was moved by Goodman and seconded by Canon to disapprove the revised proposal.

It was moved by Fritschel and seconded by Meredith to table the motion. The motion to table lost 6 for and 9 against. The main motion was passed 11 for and 5 against.

PROPOSED POLICY FOR PROMOTION TO ASSOCIATE PROFESSOR WITHOUT THE EARNED DOCTORATE:

The following was submitted by the Board for the consideration of the Joint Faculty Policy Committee:

Promotion to Associate Professor for individuals who do not possess the earned doctorate should be limited to special or unusual circumstances involving outstanding faculty members, and ought to be carefully deliberated by appropriate institutional reviewing bodies whose final recommendations will be made to the President. Such recommendations should include:

(a) Recognition in writing by tenured departmental associates, holding the rank of Associate Professor or Professor, for distinguished teaching ability, and, (b) Written recommendation of the department head or chairman, dean of the college and president.

Since it is desirable that each such case be decided on its own merits, no absolute criteria for evaluating situations of this type are proposed. The following guidelines may be of assistance in arriving at fair and objective conclusions in each case:

1. Evidence of exceptional and continuing success in teaching in colleges, universities, or campus laboratory schools.
2. Outstanding professional service to field of specialization, institution, state, or nation.
3. Evidence of continuing advanced study and professional growth. (May include study with eminent teachers not necessarily affiliated with institutions of higher learning.)
4. Receipt or award of advanced level scholarships or fellowships, e.g., Fulbright, Danforth, Guggenheim, Ford, McDowell Colony, Huntington, Hartford, and others.
5. Recent, quality contributions to the literature of one's field of specialization, whether in professional books or journals, in the publication of treatises or compositions, or through the performance of compositions by nationally eminent artists or musical organizations.
6. Recently demonstrated creative achievement as a performing artist, as evidenced by concerts, published compositions, exhibitions, etc., on a national or international level.

There is no particular order of priority in the above guidelines, nor are one or two alone sufficient to warrant a recommendation. It should be pointed out that all of the guidelines need not apply to every individual considered for promotion in this category. Ordinarily, their application

will be limited to fields of specialization in which the earned doctorate is not readily available, and to cases involving unusual merit. No quotas will be established for such promotions, nor will they be considered at regularly scheduled intervals. Faculty should not consider such promotions as a matter of right.

It was moved by Leslie and seconded by Goodman to delete everything after "President" in line 5 as it is different from regular procedure for promotion of staff. Motion carried: Yes = 13, No = 2.

It was moved by Leslie and seconded by Goodman to delete "nor are one or two alone sufficient to warrant a recommendation" in the last paragraph. The motion carried: Yes = 14, No = 1.

It was moved by Fritschel and seconded by Meredith to adopt the revised policy. Yes = 12, No = 2.

ADJUNCT PROFESSORS:

A motion was made by Cannon and seconded by Kluge to recommend the adoption of the policy and forward it to the Board of Governors for whatever action is necessary. Motion carried unanimously.

It is not uncommon for universities to appoint scholars to their faculties who receive no financial remuneration from such appointments. Usually such appointments are restricted to individuals with an established reputation in their discipline and who can make a contribution to the programs of the institution.

It is requested that the universities be permitted to make such appointments and that the titles used be Adjunct Assistant Professor, Adjunct Associate Professor, and Adjunct Professor. It is proposed that to hold such an appointment an individual must have credentials equivalent to those of persons appointed to equivalent professorial rank on the regular faculty. Since such appointments will not involve financial remuneration from the institutional budget, they should not occupy positions allocated to the universities but, rather, be made in addition to the regular full-time appointments. Such appointments will be processed through administrative channels normally followed for faculty appointments. Such appointees will not be eligible for tenure (they will be appointed on an annual basis) and will not be permitted to participate in the retirement program. Appointees may be utilized in teaching duties, on thesis and dissertation committees, and as consultants for or as co-directors of research projects.

PREGNANCY LEAVE: Adopted by the Board 4/17/67

The Board of Governors may place a pregnant faculty member on maternity leave either upon her own request or upon the recommendation of the president of the institution at which she is employed. Such leave may commence at such time and endure for such period not more than

six weeks after delivery as the board finds to be for best interests of the university, considering the nature of the duties normally performed by such faculty member and the character and continuity of the instruction customarily presented by her. Such leave shall be without pay; provided, however, that if the pregnant faculty member has completed at least three academic years of continuous service at such institution before the date upon which such maternity leave begins, then she shall be entitled to not to exceed 30 consecutive calendar days of such leave with pay, and such maternity leave with pay shall not be counted against her sick leave.

The question was raised as to whether this action is opening the door to place faculty on leave without their request. Consensus was to table further discussion until the next meeting of the JFPC.

EXECUTIVE ASSISTANTS:

The following listing of Executive Assistants was presented in response to a request from the Joint Faculty Policy Committee:

Eastern

Dir. of Information & Publications
Dir. of Sports Information
Assistant in A-V Center
Assistant Dean of Women
Assistant Dean of Men
Dir. of Financial Aids
Assistant Dir. of Financial Aids
Dir. of Res. Hall Food Services
Assistant, Health Service
Dir. of Housing
Assistant Dir. of Housing
Dir. of University Union
Assistant Dir. of University Union
Assistant, Registration & Records
Asst. Dean, Registration & Advisement
Academic Adviser (7)
Dir. of Adm. & High School Relations
Asst. Dir. of Adm. & H.S. Relations
Dir. of Business Services
Asst. Dir. of Business Services
Superintendent of Physical Plant
Tech. Dir. of Data Processing Ctr.
Asst., Administrative Studies
Acting Asst. Dir. of Placement

Northern

Dir., University Press
V.P. for Business Affairs
Dir., Computer Center
Dir., University Center
Administrative Asst. (Secy. to Pres.)
Dir. of Admissions

Western

Business Manager
Principal, Campus School
Dir. of Alumni Affairs
Dir. of Admissions
Financial Aids & Student Labor Officer
University Union Dir.
Admissions Counselor
Supervisor, Maintenance & Repairs
Registrar
Assistant in Administration
Nonacademic Personnel Officer
Associate Dir., Institutional
Planning & Development
Assistant, Institutional Planning
and Development
Dir. of Physical Plant

Illinois State

Dir. of University Union
Business Manager
Dir. of Physical Plant

ITCC-N

Dir. of Computer Services
Business Manager

ITCC-S

Business
Manager

NON-CITIZEN FACULTY MEMBER

It was moved by Cannon and seconded by Meredith to accept the following statement as proposed by the Council of Presidents. The motion carried unanimously.

"The Council of Presidents has recommended deletion of the following item from the By-Laws, Governing Policies and Practices of the Board of Governors: (Page 35)

III. Faculty

5. Non-citizens of the United States of America may be employed as faculty members with privileges of sabbatical leave and tenure withheld until citizenship in our country is achieved. Such appointments are subject to annual review by the Board."

NEW BUSINESS

HIGHER EDUCATION TENURE ACT (House Bill 1633)

A discussion ensued regarding this bill which is entitled, "Higher Education Tenure Act", and provides for tenure after 4 consecutive years of service. In addition, it provides for due process in the removal or dismissal of an employee of the Board.

Also discussed were the following bills:

Senate Bill 933.....	Higher Education Professional Negotiations
House Bill 289.....	Public Employees Collective Bargaining
	(includes teachers)
House Bill 1165.....	Higher Education Professional Negotiations
Senate Bill 452.....	Creates Public Employees Labor Relations Act

A motion was made by Meredith and seconded by Shryock that the Joint Faculty Policy Committee go on record in support of House Bill 1633. The motion carried 10 for, 0 against, and 5 abstentions.

It was moved by Hoing and seconded by Murray that the Joint Faculty Policy Committee ask that Senate Bill 933 and House Bill 1165 be moved from committee to the floor of the respective body, at which time the JFPC would ask that the four year institutions be amended out of both bills. The motion carried with 10 for and 3 against.

INCORPORATION OF HOUSE BILL 1633 INTO BY-LAWS, GOVERNING POLICIES AND PRACTICES

A motion was made by Hoing and seconded by Novak to recommend to the Board of Governors that policies embodied in the "Higher Education Tenure Act"

(House Bill 1633) be prepared by a committee composed of members of the Board of Governors and the Joint Faculty Policy Committee and incorporated into the By-Laws, Governing Policies and Practices of the Board of Governors. The motion carried unanimously.

APPRECIATION TO CHICAGO SOUTH

It was the consensus of the Committee to express appreciation to Chicago South for their truly "southern" hospitality.

NOTE OF REMINDER

The secretary was requested to write a note to Dr. McKelvey regarding the following motion made by the Joint Faculty Policy Committee at its meeting February 15, 1967: "Kohler/Kluge moved that if the Board of Governors considers revisions in the By-Laws, Policies and Practices, that JFPC be contacted for faculty opinion and that provision be made for faculty participation in the revision process. Motion carried unanimously."

ELECTION OF OFFICERS FOR 1967-68

According to a suggestion made by Dr. McKelvey the Joint Faculty Policy Committee was divided into two Committees: one made up of Northern and Illinois State which will eventually be under the Board of Regents, and the other consisting of Eastern, Western and the two Chicago schools which will remain under the Board of Governors. The following officers were elected:

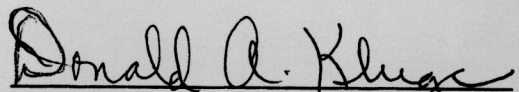
JFPC-Board of Regents

Chairman: Charles Leslie - Northern
Secretary: Edra Lipscomb - Northern

JFPC-Board of Governors

Chairman: Robert Meredith - Chicago South
Secretary: Joseph Goodman - Chicago South
Vice-Chairman: To be selected from Western's membership

The meeting adjourned at 3:15 p.m.


Donald A. Kluge, Secretary